

Hardy Schinner

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TECHNICAL SKILLS

Talent

Recruitment • Sourcing

Operations

HRIS (Workday/BambooHR)

People Practices

Succession Planning • L&D

Compliance

Workplace Investigations

PROFILE

Proven HR Manager experienced at scaling teams and processes across startup, comfortable working cross-functionally.

EXPERIENCE

Talent Acquisition Manager — Torphy - Mayert (2022 - Present)

- Implemented a performance review program which improved engagement scores by 20 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 16%.
- Led recruitment for 66 roles across EMEA/US, reducing time-to-hire by 32%.
- Managed complex employee relations issues and maintained compliance with local employment law.

People Operations Manager — Barton, Metz and Davis (2023 - Present)

- Led recruitment for 64 roles across EMEA/US, reducing time-to-hire by 21%.
- Rolled out benefits and L&D programs that increased retention in key teams by 11%.
- Implemented a performance review program which improved engagement scores by 13 points.

HR Business Partner — Medhurst, Pollich and Padberg (2025 - 2025)

- Rolled out benefits and L&D programs that increased retention in key teams by 19%.
- Implemented a performance review program which improved engagement scores by 20 points.
- Led recruitment for 103 roles across EMEA/US, reducing time-to-hire by 28%.

EDUCATION

MSc Human Resource Management, Schiller LLC College (2012)

CERTIFICATIONS

- SHRM-CP
- PHR
- CIPD Level 5/7